

# Gianni Hahn

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## PROFILE

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Experienced HR Manager with 14+ years focusing on Healthcare. Known for delivery.

## SKILLS

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### Talent

Employer Branding • Onboarding

### Operations

Payroll Coordination

### People Practices

L&D • Employee Relations • Succession Planning • Performance Management

### Compliance

Diversity & Inclusion

## EMPLOYMENT HISTORY

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### Talent Acquisition Manager — Koelpin and Sons (2018-10-02 - Present)

- Led recruitment for 160 roles across EMEA/US, reducing time-to-hire by 30%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### Talent Acquisition Manager — Mills Group (2025-01-20 - 2025-10-24)

- Implemented a performance review program which improved engagement scores by 14 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

### Talent Acquisition Manager — Metz Inc (2017-03-03 - 2021-12-24)

- Rolled out benefits and L&D programs that increased retention in key teams by 13%.
- Led recruitment for 73 roles across EMEA/US, reducing time-to-hire by 22%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### People Operations Manager — Feil Group (2014-09-19 - Present)

- Implemented a performance review program which improved engagement scores by 8 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 8%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Manager — Heaney, Becker and Rodriguez (2019-06-07 - 2023-03-11)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 13%.
- Led recruitment for 131 roles across EMEA/US, reducing time-to-hire by 33%.
- Implemented a performance review program which improved engagement scores by 15 points.

## ACADEMIC BACKGROUND

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MSc Human Resource Management, Emmerich - Lakin Institute (2016)

## CERTIFICATIONS

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- PHR
- SHRM-CP